



albot County

Public Schools

Building lives, creating futures



Annual Report

2014

Administration

Kelly L. Griffith
Superintendent

Pamela Heaston, Ed.D.
Assistant Superintendent of Instruction

Gayle Secrist
Director of Support Services

Lynne Duncan
Director of Staff and Student Services

Charles Connolly, CPA
Director of Finance

Schools

Chapel District Elementary
Laura Griffith

Easton Elementary
James Redmen

St. Michaels Elementary
Tracy Elzey

Tilghman Elementary
Joyce Crow

White Marsh Elementary
Marcia Sprankle, Ed.D.

Easton Middle
Norby Lee, Ph.D.

Easton High
David Stofa

St. Michaels Middle-High
Helga Einhorn



From Kelly L. Griffith

The faculty and staff of TCPS are committed to fully actualizing our vision that each student will learn, grow and succeed. Implementing the College and Career Readiness State Standards requires us to incorporate new strategies to engage all learners, to deepen each student's understanding of content, and to develop each student's skill to innovate, create and problem solve. The changes are necessary to prepare our students to compete on a global stage.

Community involvement is key to assisting us in graduating students who are college and career ready. We are fortunate to have parents, community members, business partners, community organizations, higher education and government agencies working with us to provide enriching opportunities for our students. We look forward to strengthening and adding to these community supports as we continue our strategic planning process this year. This plan will serve as our roadmap to excellence.

The information in the Annual Report provides an overview of statistical data from FY 2015 to show how we utilize our resources. With each decision made we remain committed to our vision and mission and continue to provide a safe, nurturing environment that prepares our students to be globally competitive in the 21st century. Your thoughts, comments and suggestions are encouraged.

Accredited K-12 by the Middle States Association of Colleges and Schools

Kelly L. Griffith
Superintendent of Schools

Juanita S. Hopkins Esq.
President, Board of Education

Gloria Y. Farrare
Vice President, Board of Education

Robert F. Burris

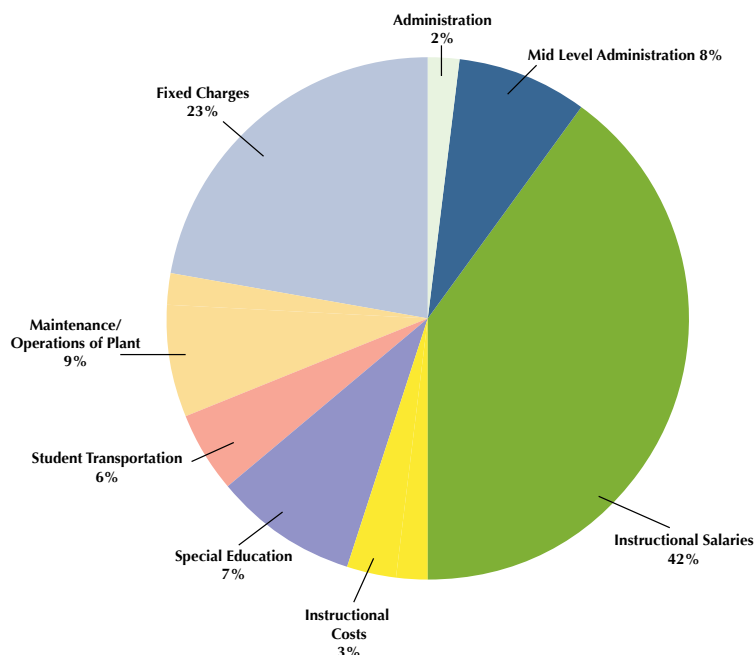
Greg Criniti

Jesse Gomez

Sandra E. Kleppinger

Jaelon Moaney (Student Member)

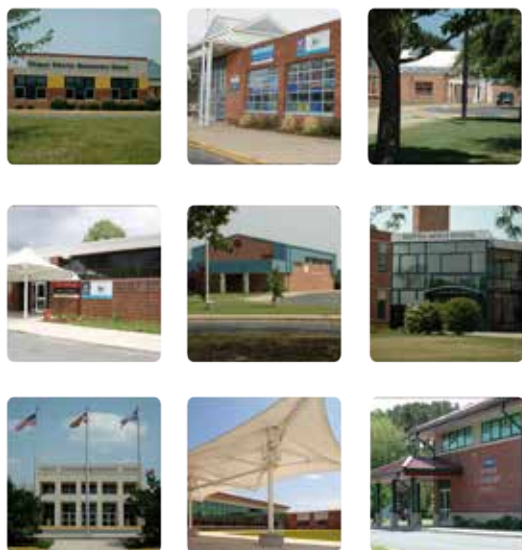
How we spend TCPS Revenues



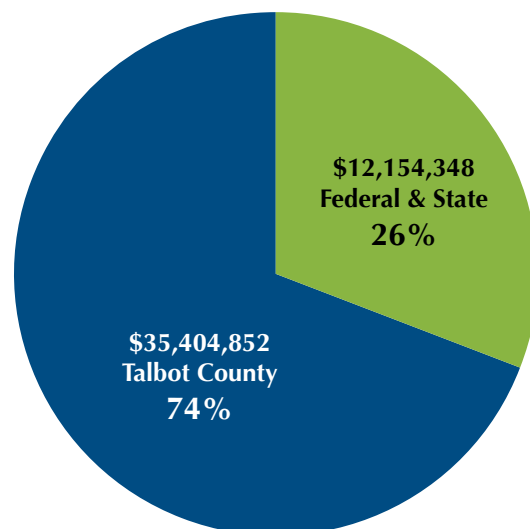
Administration	\$1,130,545
Mid Level Administration	\$3,891,895
Instructional Salaries	\$20,553,655
Materials of Instruction	\$756,089
Other Instructional Costs	\$1,686,392
Special Education	\$4,414,859
Pupil Personnel	\$255,518
Transportation	\$2,609,399
Operation of Plant	\$3,406,990
Maintenance of Plant	\$1,168,576
Fixed Charges	\$11,240,093
Community Services	\$261,670
Total Expenditures	\$51,375,681
Excess Returned to County	\$47,561
Total Revenues	\$51,423,242

FY15 Facilities:

- History of State Awarded Superior Maintenance Ratings
- Grant funded sidewalk for St. Michaels campus
- Air conditioning for EHS gym
- New chiller for CDES
- Roof maintenance for EES
- Security System in all buildings
- EHS County Shelter Location



FY15 Unrestricted Funding Sources \$47,559,200



Per Pupil Revenues FY14

Worcester	17,086
Baltimore City	16,904
Somerset	16,016
Montgomery	15,619
Howard	15,533
Kent	15,471
Prince George's	14,991
Allegany	14,736
State Average	14,624
Garrett	14,385
Charles	14,045
Baltimore	13,960
Calvert	13,804
Dorchester	13,718
Anne Arundel	13,464
Wicomico	13,193
Carroll	13,175
Frederick	13,171
Caroline	13,165
Washington	13,109
Harford	12,923
Cecil	12,760
Queen Anne's	12,604
Talbot	12,594
St. Mary's	12,407

State Average
\$14,642

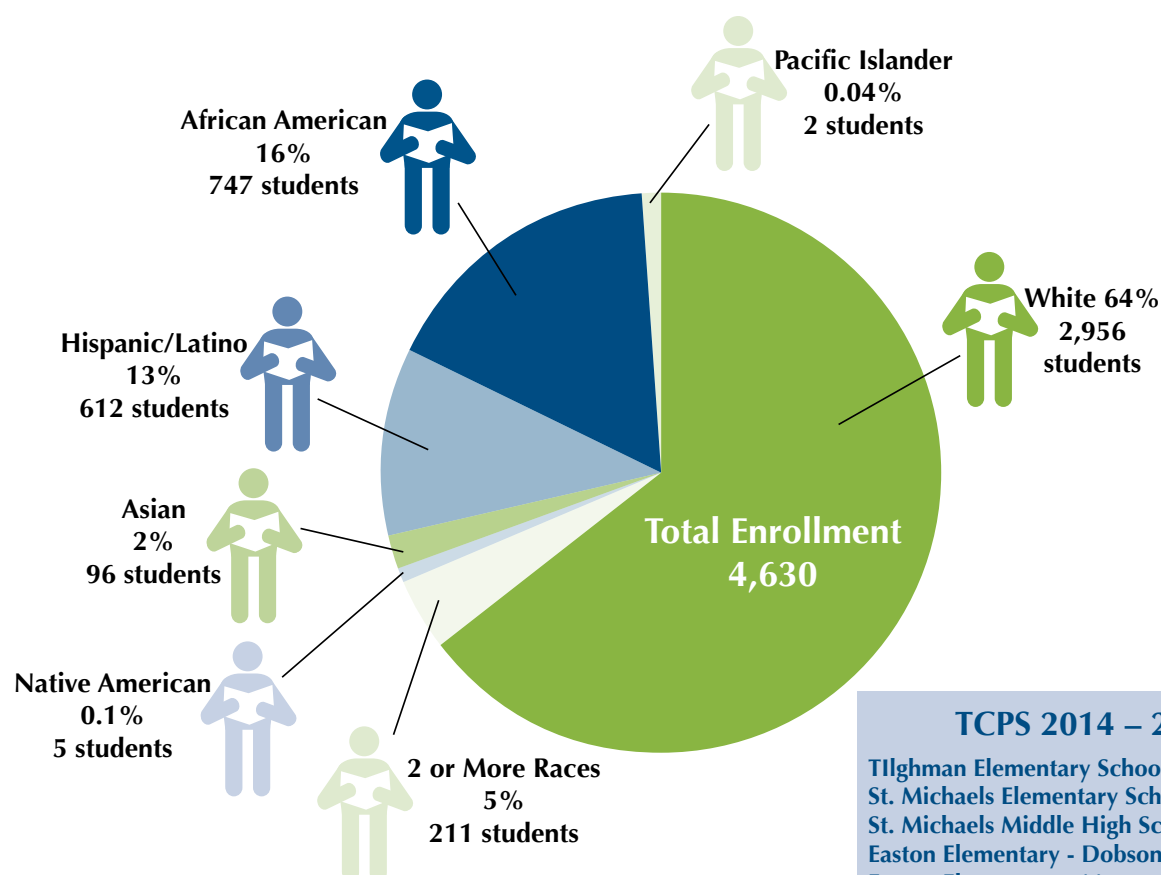
Talbot
County
\$12,594

FY14 Free and Reduced Meals **41%**

Number of Students



2014 Student Demographics

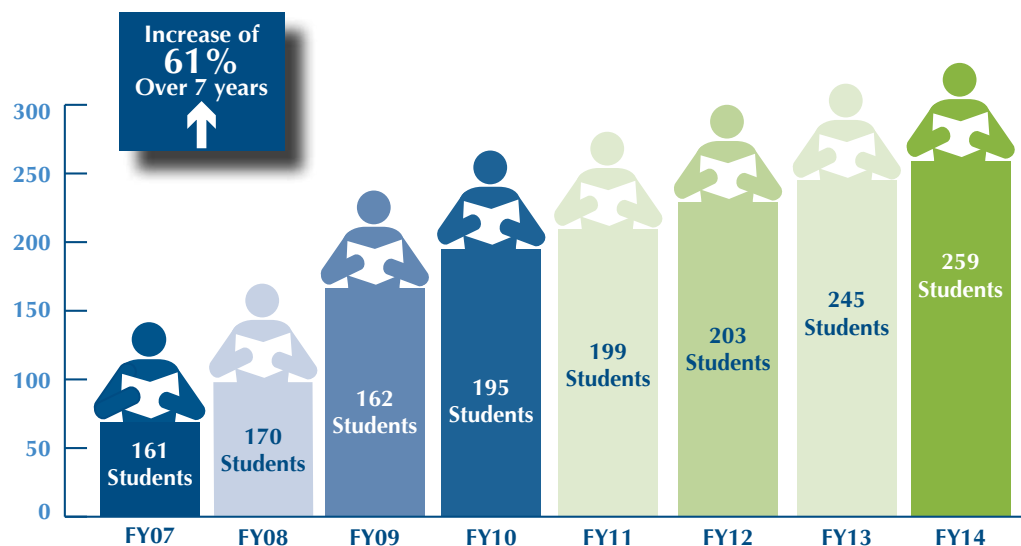


TCPS 2014 – 2015 Enrollment

Tilghman Elementary School	82
St. Michaels Elementary School.....	319
St. Michaels Middle High School.....	442
Easton Elementary - Dobson.....	397
Easton Elementary - Moton.....	651
White Marsh Elementary.....	362
Chapel District Elementary.....	350
Easton Middle School.....	823
Easton High School.....	1,076

**For a total of 4,630 Students
as of September 30, 2014**

TCPS English Language Learner Population Trends 6% Total



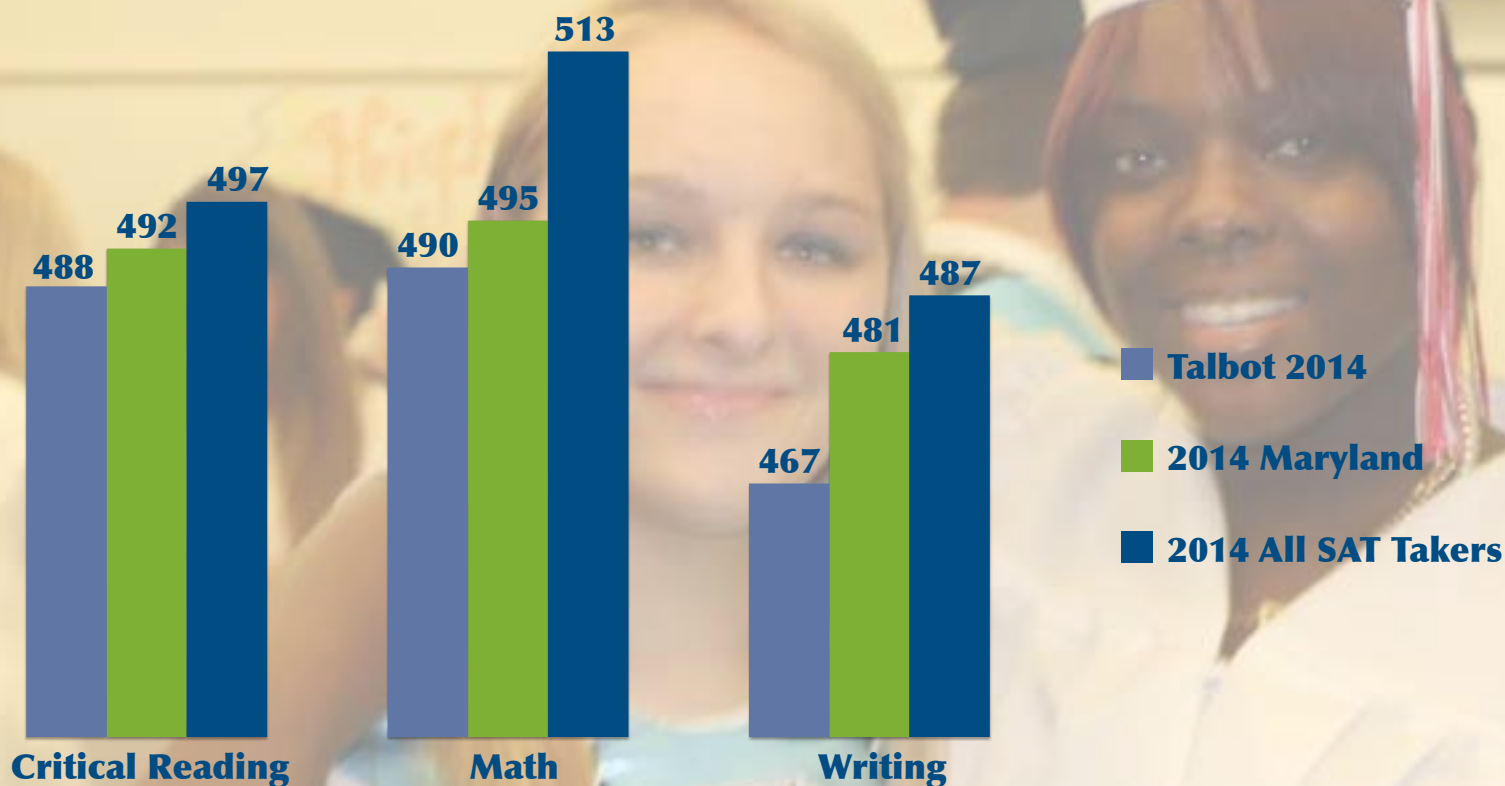
English Language Learner Native Languages

Amharic	Hindi	Spanish
Arabic	Llocano	Tagalog
Bulgarian	Korean	Telugu
Chinese	Pashto	Turkish
Filipino	Polti	Vietnamese
Gujarati	Russian	Urdu

FY14 TCPS High School Assessment Results

HSA Test Content Area	FY 2011 % of Students Passing HSA	FY 2012 % of Students Passing HSA	FY 2013 % of Students Passing HSA
English	80.1	79.5	82.6
Biology	80.9	86.1	88.8
Algebra	85.1	84.8	91.6

FY14 SAT Comparison



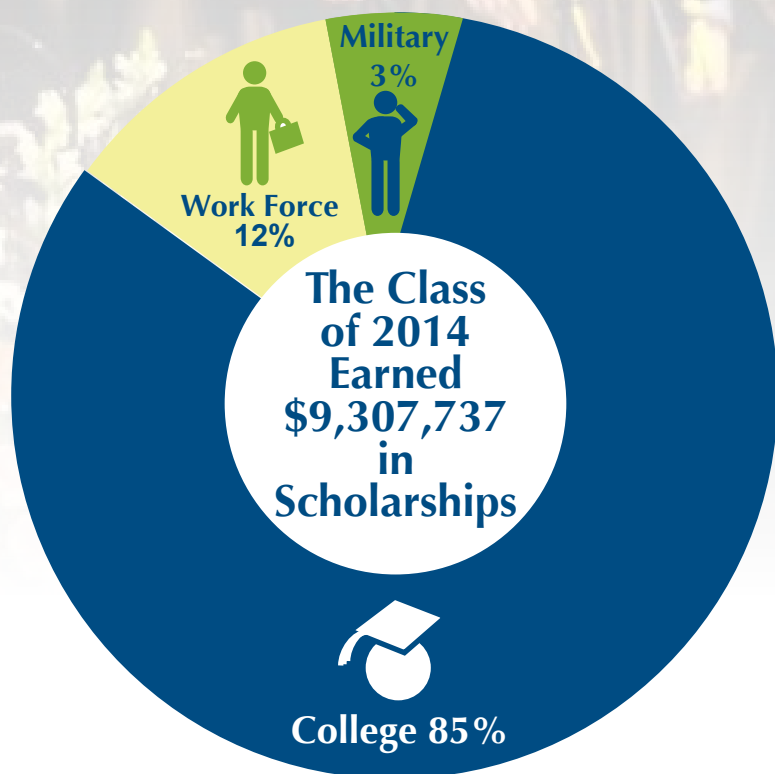
College and Career Plans for the Class of 2014



**State Average
Graduation Rate
8.97%**



**TCPS
Graduation
Rate
91.21%**



TCPS Career & Technology Education Pathways

- Carpentry
- Interactive Media Production
- Business Management
- Culinary Arts (ACF)
- Drafting
- Curriculum for Agriculture Science Education
- Biomedical Science (PLTW)
- EMT/Firefighter
- Teacher Academy of Maryland
- Pre-engineering (PLTW)
- Automotive Technician (NATEF)
- Career Research and Development

TCPS Staff

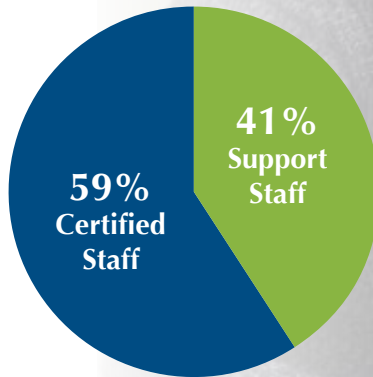
647 TCPS employees

Support Staff

61% White
34% Black
2.5% Hispanic
2% Multi Race
.5% Asian

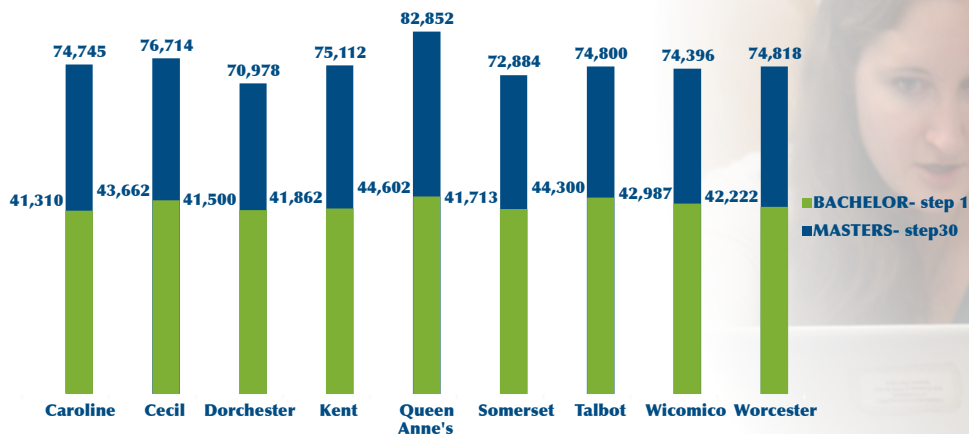
Certified Staff

92% White
6% Black
1% Hispanic
.5% Multi Race
.5% Asian



2014 Mid Shore Average Teacher Salaries

Eastern Shore Teacher Salary Rank



TCPS Teachers with Advanced Certification

Advanced Professional Certificates (APC) = 251
Doctorate Staff = 11
National Board Certification = 4

- 98% of Teachers are Highly Qualified
- Teacher of the Year Recognition
- TCPS Teacher of the Year State Finalist
- Beyond Diversity Training for all Staff
- 70% Teachers/Administrators Hold Advanced Degrees
- Retention rate of staff is 93.2%

98% of TCPS Classes are taught by highly qualified teachers

Bridget Whited, 2014 Teacher of the Year

Congratulations to Ms. Bridget Whited, Talbot County Public Schools 2014-15 Teacher of the Year!



Art educator, Bridget Whited has been teaching at St. Michaels High School for the past six years. She serves as a sponsor for the National Art Honor Society, teaches AP Studio Art, is a member of the CARE and SIT teams and facilitates equity Professional Development in her building. Bridget graduated from Indiana University of Pennsylvania with a BS degree in Interior Design and a minor in Art History. She is currently pursuing a Master in Education Administrations and Leadership at the University of Massachusetts. Bridget has been recognized for her commitment and inclusion of teaching Art to students with disabilities and for facilitating trans-disciplinary learning at her school.

2014 Opening Day Award Winners



J. Sam Meek Unsung Hero, Certified Staff Award, JR Burkhardt, SMMHS

J. Sam Meek Unsung Hero, Support Staff Award, Charles Connolly, TCEC

Wardell Brice Multicultural Award, Vickie Wilson, EHS

Brewster Merrill Technology Award, Garnette Hines, EHS

Substitute Teacher Award, Rebecca Shaw

Community Award, Character Counts, Susan Luby

Administrative Support Award, Victoria Jones, EMS

Plant Operations Award, Stewart Granger, EHS

Instructional Support Award, Jane Tillman, CDES / WMES

Food Services Award, Ashley Eason, SMES

Transportation Award, Roland Murray (not pictured)

TCPS Highlights and Achievements

- For two consecutive years, SMMHS has been honored to have teachers selected to represent TCPS as Teacher of the Year. Congratulations to Ms. Robin Werner and Ms. Bridget Whited.
- 46 Students earned the designation of Advanced Placement (AP) Scholars during the 2013-2014 School year.
- Colleen Szymanski, 5th grade teacher at CDES received a grant from Fuel Up to Play 60 for \$3500.00. The grant is being used to improve the Cheetah Walking Trail that students use each day at recess. CDES promotes students being active to maintain a healthy lifestyle.
- Easton High School had 205 students take 317 AP exams during the 2013-2014 school year.
- St. Michaels Elementary School received the Character Counts School of the Year Award.
- Luke Adelman, a 5th grade student at White Marsh Elementary School was a Carson Scholar Award Winner.
- Congratulations to Mrs. Katie Fox, first grade teacher at Tilghman Elementary School, who was recognized as Talbot County's "Teacher as Leader in Gifted and Talented Education" by the Maryland State Advisory Council on Gifted and Talented Education.
- Fifteen out of twenty-three students (66% of the class) in Mr. Bieber's 2013-2014 class at Tilghman Elementary School, are published poets in "A Celebration of Poets" 2014 and "The Teacher's Selection Anthology of Poetry".
- Students from Easton Elementary School participated in the Stock Market Game (*Pictured on the front cover*) as part of the TCPS Economics curriculum. The EES team ranked 5th place in the state competition. The team members of Mr. Bell's fifth grade class were: Sophie McGee, Amir Jackson, Cindy Mazariegos and Erlin Barios-Lopez. Together they earned the "First Place Elementary" winning team award.
- Cagney Gunson and Zane Bell from Easton High School, under the leadership of Dr. Susan Lester won 1st place in the high school division of the Stock Market Game state competition.
- The SMASH (St. Michaels After School Help) program was established to assist students in grades 2-4 who were reading below grade level.
- Students received support in reading and help with homework as part of an enrichment block. SMASH exists due to outside community funding. All students have shown growth during the first year of the successful program.
- Mrs. Linda Brown, Lead Culinary Arts – ACF Instructor at Easton High School received the Distinguished Service Award of Excellence in Secondary Career and Technology Education.
- Gabrielle Lambeth, Easton Middle School student from Lindsay Stewart's class, won the annual "A Picture is Worth a Thousand Words" poster contest sponsored by the Maryland Council on Economic Education. The poster Gabrielle created is printed in the 2014-2015 sixteen-month calendar.
- The St. Michaels Middle High School custodial staff comprised of Mr. Robert Clay, Mr. James Greene, Mr. Calvin Wilson, and Mr. James Handy were recognized for earning a "Superior Rating" for the maintenance of the building. Their outstanding efforts provide students and staff with a great place to teach and learn.
- During the 2013-2014 school year, SMMHS partnered with SMES to inaugurate a campus-wide Anti-Bullying Rally. Students grades pre-K-12 came together to celebrate a shared commitment to ending bullying in our schools.
- White Marsh Elementary School received the Maryland Center for Character Education Award for outstanding service to the community and positive character practices for 2013-2014.
- Easton Middle School received The Silver Medal for Positive Behavioral Intervention & Supports (PBIS). This is the fourth year in a row that EMS has been awarded with The Silver Medal. At Easton Middle School, students strive to follow the 3 R's on a daily basis; being respectful, responsible and ready. Students continue to earn CAT Cash for demonstrating the 3R's. Monthly incentive events are held and other awards are given to the students at Easton Middle School that show that they are respectful, responsible and ready. Easton Middle School is striving to earn The Gold Medal this year.

TCPS Board of Education



Juanita S. Hopkins Esq.
*President
District 2*



Gloria Y. Farrare
*Vice President
District 1*



Jaelon Moaney
*Student Board Member,
EHS*



Robert F. Burris
District 3



Jesse Gomez
District 5



Greg Criniti
District 6



Sandra E. Kleppinger
District 7



Talbot County Public Schools

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TCPS At a Glance

- 5 Elementary Schools
- 1 Middle School
- 1 High School
- 1 Middle-High School

ENROLLMENT: 4,630

STUDENT SERVICES

- 51, 669 total number of visits to school health suites
- 11,215 medication doses were delivered via the school health program
- 330 students were screened and/ or received services in the school based dental program
- 1,606 students screened for vision and hearing
- Yellow Ribbon Program
- One school counselor for every 300 students
- Collaboration of county services in schools
- Alternative learning options
- Extracurricular activities
- 34 Varsity Sports
- 35 Clubs (High School)

TRANSPORTATION

- 45 buses
- 620,250 miles driven per year
- 3,668 miles driven per day
- 90% of students use TCPS transportation

FOOD SERVICE

- 39 food service employees
- 216,554 breakfasts served
- 355,891 lunches served
- 5,673 breakfasts served in summer
- 6,466 lunches served in summer
- 41.23% of TCPS students qualify for free or reduced meals

TECHNOLOGY

- High school One to One Laptop Program
- Extended Laptops to 8th grade 2014-2015 school year
- Grant Funded iPad integrated in elementary classrooms
- New learning management system 2013-2014 school year
- System upgrade to support increased bandwidth
- SMART Boards in every classroom

FACILITIES AND MAINTENANCE

- 8 maintenance technicians
- 35 custodians
- 718,803 square feet of building space is maintained and repaired